

# COURSE DESCRIPTIONS

**BASIC COUNSELING SKILLS:** This is a 2-day, 16-hour class designed to develop and enhance the skills necessary for optimum interactions with DYC residents. Covered are philosophies and concepts and skills of counseling, as well as videotaping and critiquing of sessions.

**BRAIN SEX:** This course examines the scientific evidence of the biological differences between the male and the female brain, and strategies to help both genders be more successful.

**CAC I CORE TRAINING:** Training is provided to assist staff members in obtaining CAC I certification. The training consists of: Principles of Addiction , Client Records, Ethics Issues, Diversity in Treatment, Addiction Counseling Skills, Infectious Diseases

*Special Note: Candidates for CAC I Training must be recommended by the facility Clinical Director, and approved the DYC ATOD Coordinator*

**CHILD/ADULT CPR:** Participants learn how to recognize an emergency response and the appropriate steps to take, the Good Samaritan Law, when to call EMS, how to check conscious and unconscious victims; perform rescue breathing; how to check unconscious and conscious choking victims using the Hymlick maneuver and abdominal thrusts; will learn about heart disease and strokes and how to perform child and adult CPR.

**COVA “Mini Academy”:** Topics such as the history of the Victim Rights Act, establishing rapport with victims, understanding trauma will be covered in this abbreviated version of the COVA 40-hour academy.

**CJRA:** Provides an overview of the Colorado Juvenile Risk Assessment, and practice in utilizing the instrument and the domains to develop dynamic treatment goals for committed youth.

**CLIENT MANAGER IN-SERVICE:** Annual Training and networking for all DYC Client Managers. Topics are chosen each year based on current trends, recommendation of the Client Manager Supervisors, and approval by EMT

**FIRST AID:** Participants will learn about the Good Samaritan Law; emergency response/principles of triage, head-to-toe exam, standards precautions and BSI (body substance isolation), bleeding emergencies, shock, burns, musculoskeletal injuries and care; medical emergencies and sudden illnesses; blood-borne pathogens, universal precautions, poisonings/ poisonous plants , bites and stings, food-borne illnesses, heat or cold-related emergencies and specific body injuries. Participants will observe and practice the technique for CPR.

**CPR/FIRST AID TOT:** This course prepares persons who are certified in CPR and First Aid as course instructors. Instructors are certified by ASHI.

**CUSTOMER SERVICE:** This course gives staff added communication skills to help us build rapport with the general public, DYC clients and Co-workers. We teach numerous skills to the Division of Youth Corrections staff to insure quality customer service.

**DYC PRE-SERVICE:** General orientation of DYC and our policies with regard primarily to health and safety issues. This is a one-time requirement for all direct staff.

**EVADE AND ESCAPE:** Participants will learn how to determine potential safety hazards and escape routes within their facilities and offices and how to respond in crisis situations through practical applications. Conflict communication skills and minimal physical techniques will be taught which will enable participants to evade or escape from dangerous situations.

**EVADE AND ESCAPE TOT:** Prepares staff to train others in personal safety and escape and evade techniques.

**FAMILY DYNAMICS AND THE JUVENILE SEXUAL OFFENDER:** Understanding family dynamics and interventions with families of juveniles who have committed sexual offenses.

**FEMALE RESPONSIVE SERVICES:** Learn to apply Female Responsive Values to your work with girls to insure that the services provided meet best practice.

**FIELD SAFETY:** This course is designed to give DYC staff members that work in the community the ability to defend themselves from a potential physical encounter. We cover Verbal de-escalation that allows a staff a non-physical way to calm a subject down. We also teach physical techniques to evade and escape from an attack so that they can call for law enforcement back up.

**FISH!:** Apply the FISH! Philosophy to bring the most and get the most out of the work environment.

**FUNDAMENTALS OF SUPERVISION II:** Participants identify and clarify challenges of supervision within DYC, and develop skills necessary for both promoting healthy work relationships and accomplishing the work of the facility.

**FUNDAMENTALS OF SUPERVISION I:** The first of what was originally designed as eight supervisory modules, this 8-hour class sets and builds the foundation for skills required by DYC supervisors; emphasis is on the skills required to meet both the practical needs of the facility and the personal needs of staff.

**GENERATIONS AT WORK:** Participants explore the defining events, work ethic and preferred work environment of the 4 generations that are currently in the workplace. Each participant develops a plan to improve communications with persons from other generations.

**INFORMED SUPERVISION:** This 3-hour class trains staff in the skills necessary to provide competent supervision to juveniles who have committed sexual offenses. Topics include components of sexual abuse, elements of the “cycle”, adult interventions in the cycle and safety planning.

**INFORMED SUPERVISION TOT:** This 4-hour class is designed for those who have completed the informed supervision class and now wish to train others. Along with discussion of issues relevant to sexual offending, this class offers training tips, as well as materials on how to present the information and concepts, as well as how to build skills.

**INFORMED SUPERVISION WHAT PARENTS NEED TO KNOW:** Taken from the SOMB Standards and Guidelines, this 2-hour class is designed to help staff educate and inform parents about their role and responsibilities when a juvenile who has committed sexual offenses returns to the home.

**ITIP:** This is our basic course for new trainers. Topics include: Adult learning styles, learning aids, and lesson planning. Participants deliver a 15 minute training session in class and critique their peers' training delivery.

**LOVE ‘EM OR LOSE ‘EM:** This is a course for supervisors that focus on retaining your talented staff, even during tough economic times.

**NEW CLIENT MANAGER TRAINING:** The Assessment Process, CM Checklist, **Trails Training**, Treatment Planning, DCP, Monthly Reviews, Community Review Boards Administrative Review, AFSA/Permanency, IV-E Eligibility, Victim Rights Amendment, CCAR, Special Education, Program Monitoring, Interstate Compact, Colorado Children’s Code, Juvenile Sexual Offenders, Parole, Overview of Mental Health Service, Overview of Drug and Alcohol Services

**PATHWAYS:** (Alice Baer, M.S, LPC, CAC III ): This training prepares CAC II certified staff to conduct “Pathways” Drug and Alcohol groups with juveniles. Staff who have achieved a CAC I certification may take the Pathways course and co-facilitate groups with a CAC II

**PMAP FOR SUPERVISORS:** This is an overview for rating supervisors who will complete performance plans and evaluations on employees. The NYC PMAP plan will be discussed, writing measurable performance objectives and the 4 rating levels will be described and practiced.

**PPCT/SKD TOT:** This course is delivered by certified Trainer Instructors through PPCT, Inc. The course prepares participants to train other staff in the use of PPCT and SKD tactics.

**PREVENTING SEXUAL HARASSMENT FOR SUPERVISORS:** Supervisors will identify their responsibilities in regard to preventing, recognizing and reporting sexual harassment.

**PREVENTING VIOLENCE IN THE WORK PLACE:** Teaches staff awareness of indicators that lead to violence in the work place. We teach skills to help defuse potentially violent situations and allow time to get help.

**PREVENTING WORKPLACE VIOLENCE FOR SUPERVISORS:** In this class, participants receive detailed instructions on the supervisor's role in protecting employees from potentially violent situations. Additionally, they learn about the early warning signals of potentially violent individuals, the procedures for reporting and recording incidents, and steps for conducting an investigation of reported violence in the workplace. Emphasis is focused on how supervisors resolve conflicts, maintain a spirit of teamwork, and deal with the more serious events that require a quick response followed by long-range goals to prevent recurrence.

**RESPONDING TO SUBSTANCE ABUSE IN THE WORKPLACE:** Supervisors will identify their responsibilities in dealing with an employee who they suspect is using substances, which impair their job performance.

**STREETWISE TO SEXWISE:** Examines the characteristics of healthy sexuality.

**T4C GROUP FACILITATOR TRAINING:** This course prepares staff members to run Thinking for a Change groups with residents. There are three aspects of Facilitator Training: Cognitive Self Change, Social Skills, and Problem Solving

**T4C TOT:** This course prepares certified "Thinking for a Change" Group Facilitators as Instructors. Basic adult learning principles are reviewed along with specific practice in teaching others to facilitate groups utilizing the T4C curriculum. After completing the TOT, participants are able to train others as group facilitators.

**THE TWO SIDES OF LOVE:** This is a 1.5-hour class that identifies and looks at various personality styles using animals to represent the four basic styles. Key to each style is the balance between hard side and soft side love.

**THERAPEUTIC CARE PROVIDER:** This is a 4-hour class designed for those who have been trained in Informed Supervision and are also directly responsible for implementing treatment goals. It builds on skills already acquired by staff to help juveniles who have committed sexual offenses address special needs and/or developmental deficits that impede successful functioning.

**TRUE COLORS:** Uses four colors to identify four distinct perspectives and personality clusters, helping participants become aware of their own preferred style, and the preferences of others. Participants develop strategies to improve communication with other “colors”.

**TYPOLOGIES OF JUVENILES WHO COMMIT SEXUAL OFFENSES:** (Tom Leverage, LCSW) This training will present the research to date on typologies of juveniles who commit sexual offenses. Four subtypes of youth will be presented and information will be provided on the subtypes differing etiological pathways, clinical characteristics, amenability to treatment, risk for re-offense, and treatment needs. Specific treatment targets and methods will be identified and discussed.

**VERBAL DE-ESCALATION:** Participants practice de-escalation techniques, identify their own worker style strengths, and develop strategies for staying professional under stress in order to de-escalate potentially volatile situations.

**VERBAL DE-ESCALATION TRAIN THE TRAINER:** Prepares participants to instruct the NYC Verbal De-escalation curriculum. Includes chapter-by-chapter curriculum review, instruction on how to deliver the curriculum, how to manage role-plays and teach backs. Each participant has an opportunity to practice delivering sections of the curriculum in class.

**VICTIM COMPENSATION TRAINING:** Required training for Victim Notification Personnel.

**VICTIM ISSUES:** This 8-hour class is designed to help staff understand the far-reaching impact that a youths personal victimization has had on his perceptions, behaviors, attitudes, beliefs and world-view. Focus is on sexual abuse dynamics, treatment implications and long-term effects of sexual abuse.

**WORKING WITH THE MILDLY COGNITIVELY IMPAIRED JUVENILE WHO HAS COMMITTED SEXUAL OFFENSES:** obtain knowledge, insights and skills about working with the mildly cognitively impaired juvenile (defined as having an IQ in the 70-80 range), who may be deficient in the areas of planning and reasoning, speed of information processing, perceptual motor abilities, language usage, processing or fluency, or learning/recalling new information.